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Northern Region News



Special Edition

A Newsletter For Employees and Retirees

August 16, 1991

Special Edition

This special edition of the Northern Region News was written by Kathleen Thompson, Information Assistant, Clearwater National Forest.

Integrated Reviews in the Northern Region

Gifford Pinchot said it. Forest Plans insure it. Integrated Reviews evaluate it.

What is it? Managing National Forest lands for "the greatest good for the greatest number in the long run." The words of Gifford Pinchot.

Today's mission statement says it in other words: "Caring for the Land and Serving People." And the Northern Region publication "Our Approach: Forest Plan Implementation" says it further: "We will change and adapt as needed to maintain excellence in our land management for this and future generations."

Region One leads the Forest Service in evaluating the implementation of Forest Plans, having been asked by the Chief in 1988 to develop a prototype review and evaluation system for Service-wide consideration. The evaluation system is made up of four components: integrated reviews, management visits, staff or service visits and technical evaluations.

Technical evaluations help us "play by the rules." They help us achieve what is mandated through the Forest Plans. They keep us on target—caring for the land and serving people.

Staff or service visits can be scheduled anytime at the request of the Forest Supervisor, the Regional Forester or Regional Office staff. The requesting Forest might invite personnel from the RO or from other Forests to visit. They might be seeking advice, or looking for opinions or ideas on new ways to accomplish goals or deal with particular technical problems.

Management visits are scheduled every year for each Forest that does not have other Integrated Review (IR) activity. The Regional Forester or a Deputy Regional Forester makes the visit, the purpose of which is to keep in touch with what is happening on the Forest, to avoid any "big surprises" at review time and to share expectations.

Integrated Reviews are scheduled on each Forest at least once every four years and are conducted by an interdisciplinary (ID) team led by the Regional Forester or a Deputy Regional Forester. Integrated Reviews focus on evaluating the results of Forest Plan implementation, and evaluating the



An Integrated Review team on a field trip.

Photo by Ray McLaughlin

effectiveness and efficiency of management activities which affect Forest Plan implementation. They result in a report that documents observations and findings in three categories: 1) Forest Plan implementation activities, 2) internal management practices and activities that influence Forest Plan implementation, and 3) findings for the Regional Forester's consideration. The Forest Supervisor responds to the observations and findings in the first two categories with "desired future conditions" statements that define where the Forest wants to be in its integrated resource management. After a year the ID team returns to the Forest for a follow-up visit.

The Integrated Review replaces the General Management Review (GMR) and differs from the GMR in its emphasis on teamwork, the Forest's direction of its own management practices, and integrated results in resource management.

Ray McLaughlin, designer of the IR, whose work in the RO focuses on Integrated Reviews, sees the IR as an evolving "learn-by-doing" process. The first Integrated Review in 1989 began the process. Regional Forester John Mumma and Deputy Regional Foresters John Hughes and Chris Risbrudt led the first IR team, using the review prototype

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The Leading Edge

by John Mumma,
Regional Forester

We first considered expanding the scope of the Forest Service Management Review System to include Forest Plan implementation activities in 1988, during a Washington Office General Management Review (GMR). The resulting Action Plan assigned Region One the twin tasks of testing a prototype evaluation system and of presenting the results to the Chief in FY 90.

First, we developed a concept. Then we tested the concept by reviewing the Forest Plan implementation on three different Forests. After each review, we revised both the concept and the way we conducted the next review, and the process evolved.

We've found that that having approved Forest Plans gives us a clearer picture of management expectations than we have ever had before, and this, in turn, allows us to evaluate results with the Integrated Review in ways not possible before. The time and energy that we invested in producing our Forest Plans makes evaluation easier. Evaluation can now focus on fine-tuning, rather than identifying and solving functional problems. Through the Integrated Review we look at all the resources, not just one function at a time.

There is a part of each report that has grown out of the review process called "Findings for the Regional Forester." It came about because some of the findings either exceeded the Forest Supervisor's authority to respond, or required



John Mumma

"I am totally committed to this effort..."

John Mumma

Regional or even national attention. Once a year the Regional Leadership Team meets to look at these findings. We know that what affects one Forest in the Region can affect all of us. The Integrated Reviews are helping us keep

track of what's happening throughout the Region.

Seven of our 13 Forests have been reviewed so far, and I am exceptionally pleased with the results. The Regional Leadership Team wholeheartedly supports this review and each staff director is a member of an Integrated Review team. I am totally committed to this effort, and try to participate in every review, along with both Deputies - John Hughes and Chris Risbrudt.

Overall, we can term the Integrated Reviews a success — as valuable to the Forests as to the Regional Office staff. The supervisors of the seven Forests on which we have completed Integrated Reviews all report that they have derived immediate benefits from our evaluations.

I truly appreciate the large amount of time and effort by those of you who have been involved in these reviews, and look forward to continuing the process with the remainder of the Forests in the Region.

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while exploring it and helping to define it.

The Integrated Review process skirts functionalism and promotes integration, looking at all Forest resources. To accomplish that end the review team is made up of RO Staff directors. While only a few participate in any single review, each director participates during at least one review each year, which heightens RO interest and involvement in Forest Plan implementation. Team members may also come from other Forest Service Regions, from Research Stations, and from the Chief's office.

While the review team is varied in its scope of knowledge and experience, the review agenda is focused on one Forest, and the agenda is created by that Forest. The review provides the Forest Supervisor with findings and observations rather than advice. The Forest Supervisor responds to the

findings and creates desired future conditions statements which describe where the Forest wants to be a few years away.

The Forest Supervisor presents the desired future conditions statements to the IR team leader. The team looks at whether the desired future conditions respond to the team's findings and observations. The people on the Forest who are living with the conditions and situations define how "to get there" using the desired future condition on statements, and the Forest Plan, as a guide. At the follow-up visit a year later the Forest Supervisor can change desired future conditions statements, keeping them "alive and well," in McLaughlin's words.

According to McLaughlin, "If anything is wrong in the process it's that the Forests are spending way too much time responding to findings." A holdover, no doubt, from the old days

of the GMR. But that, too, is changing as Forests and IR teams work with the Integrated Review process and adjust it to meet their needs to implement Forest Plans.

The goal today, as in Gifford Pinchot's day, is to manage National Forest lands for "the greatest good for the greatest number in the long run." Integrated Reviews are helping achieve that goal.



Ray McLaughlin, designer of the Integrated Review process.

Review System Components

* Adherence to, and compliance with:

1. Laws, regulation and policy
2. Technical and quality standards

* Results of Forest Plan implementation

* Internal management activities (related to Forest Plan implementation)

* Topics for Regional Forester's consideration

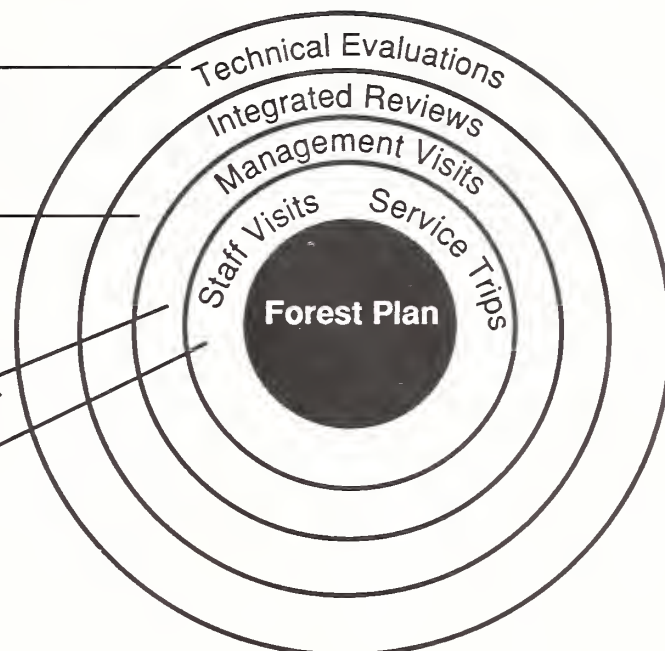
* Informal line-to-line interaction

* Management expectations and strategies

* Staff-to-staff interaction

* Technical advice and assistance

* Program coordination



Integrated Reviews make sense. They help us evaluate Forest Plan implementation progress and are patterned after strategy defined in the Region's publication "Our Approach." Forest Plans provide direction for the integrated management of Forest resources, and Integrated Reviews provide evaluation of that integrated management.

Of the 13 Forests in Region One, seven have been reviewed to date. The first was the Bitterroot in 1989, followed by the Clearwater and Kootenai the same year. In 1990 the Lewis and Clark, Gallatin and Idaho Panhandle were reviewed. The Integrated Review of the Flathead was just recently completed; three other reviews were planned for this year but were deferred due to major Region One reviews scheduled by the Washington Office.

The seven-Forest feeling about Integrated Reviews is affirmative, from "peaches and cream" to "super" to "excellent." And, of course, the review process is evolving. Deputy Regional Forester John Hughes says, "You can't

A Comparison: General Management Review vs. Integrated Review

	<u>GMR</u>	<u>IR</u>
Process:	Obligation Structured Formal Present Objectives Team-driven (directed) Oriented to issues/situations Office Presentations plus field visits Lengthy (months)	Opportunity Exploratory Informal Future Results Interactive (self-actuating) Oriented to Forest Plan implementation Field visits Short (1-2 months)
Review Plan:	Prepared in RO	Prepared by Forest Sup.
Focus:	Activities, programs Present situations	Integrated Mutual expectations
Results:	Problem-solving Solutions Action Plan (prepared by team)	Advisory Observations and findings Desired future conditions (prepared by Forest Sup.)
Follow-up:	Progress reports Fixed ending point	Periodic visits Continuing

compare the Bitterroot review with what will go on next year. It's an interesting process, mainly because it is evolving."

Says John Mumma, Regional Forester, "One thing we cannot be is

static. We will all have to keep flexibility at the front of our minds as we find innovative ways to manage, to keep pace with our changing public and anticipate the future."

The "we" Mumma speaks about is the base of the Integrated Review process. Teamwork, common ground, standing together—not alone. Deputy Regional Forester Chris Risbrudt feels that the Forests are

"glad to have the RO show an interest in their work. We give them findings, not solutions." Forest by Forest, an appreciation of the teamwork approach inherent in the Integrated Review process is voiced.

The Reviews

Bitterroot National Forest

In 1989, Bitterroot National Forest Supervisor Bertha Gillam was new to the Forest and volunteered to participate in the first Integrated Review. She felt the evaluation process would be useful for a Forest in transition. For Gillam, the Integrated Review provided an orientation to the Bitterroot's Forest Plan and the management team an orientation to her management style. All review participants, both Forest and RO, were learning together.

Forest Planning and Appeals Staff Officer Bob Bigler emphasizes the importance of the IR as a learning process. It gives the Forest and the Region a perspective on what needs attention. For new leadership, the Integrated Review is "a good opportunity before you get your feet too wet" to gain that perspective.

Bigler sees three important outcomes of the Bitterroot IR. It assured that the Forest Plan would not "collect dust" by affirming its importance. It gave the Forest insight into how the public and Forest Service people Region-wide viewed the Bitterroot and its operations. It identified opportunities for improving management through, for example, a marketing plan and Forest Plan amendments.

The Bitterroot found the Integrated Review useful for new leadership and is conducting the first District review this summer. New Darby District Ranger Tomas Wagner will likely benefit the most from the review as he sees District issues through the eyes of Forest and RO review team members. Two other primary District staff have been in their positions for less than six months, and, says Wagner, "It's perfect timing."

Wagner looks forward to working with the review team, getting to know Forest and RO personnel, understanding what the Forest expects of the District and where the District stands in the Forest Plan implementation process. By no means is Wagner expecting "all the answers." Or expecting the review to go by the old GMR rules where team members "find what's wrong and tell you how to fix it and then leave." Rather, he expects the review team to evaluate the District, and in so doing, no doubt uncover issues and concerns for Forest-wide consideration.

For the Bitterroot, the Integrated Review was and continues to be a valuable tool. It provides evaluation on the gains the Forest is making in Forest Plan implementation. It provides ideas on where to direct management activities to ensure that implementation. And it works because it is based on teamwork, Forest Service esprit de corps.



Clearwater National Forest

The Clearwater National Forest was also reviewed in 1989.

Ken Anderson, then forester in Planning, coordinated the Integrated Review preparation with the RO. Anderson thinks the Integrated Review is "an excellent process. What I like about it is it's issue-driven."

Says Tom Rhode, former Planning Staff Officer, the review is an "opportunity to share concerns," to tell the RO what the issues are and get their feedback. According to Rhode, there is a need for accountability after the review, i.e., the RO and the Forest should work

together to bring about changes.

Accountability was the mindset prior to the Clearwater review. Both RO and Forest personnel asked questions they wanted answered. The Forest organized the review agenda they felt would best answer the questions. The review team met with Forest representatives each evening to discuss and debate the day's on-site findings.

While viewpoints may have differed, teamwork triumphed, what Anderson terms a "good, solid, positive focus." Rather than the perceived attitude of "Let us come see what you've done wrong" implied in the General Management Review (GMR) once used in Region One, the Integrated Review according to Anderson says instead, "We're all in this together." The Forest Plan is the blueprint; the IR is the way to read that blueprint: What's happening? How's it going? How are you doing?

The Forest Plan ensures management of resources via an integrated approach. In other words, there is a "big picture" made up of many specific components. The IR takes a look at specifics and sees how they relate to the big picture. For example, riparian areas are examined from the viewpoint of Forest Plan expectations, what the situation really is, and how the actuality fits into the big picture.

The Clearwater selected sites for Integrated Review team visits so as to show "the good, the bad, and the ugly," according to Anderson. Each site's strengths and weaknesses were noted while determining whether or not the site fit into the Forest Plan. Site by site, visit by visit, the ultimate question was, "Is everything together working about right?"

The ultimate success of the Integrated Review on the Clearwater came about through teamwork, esprit de corps, and the RO and the Forest working together to ensure effective implementation of the Forest Plan through the IR process.

Kootenai National Forest

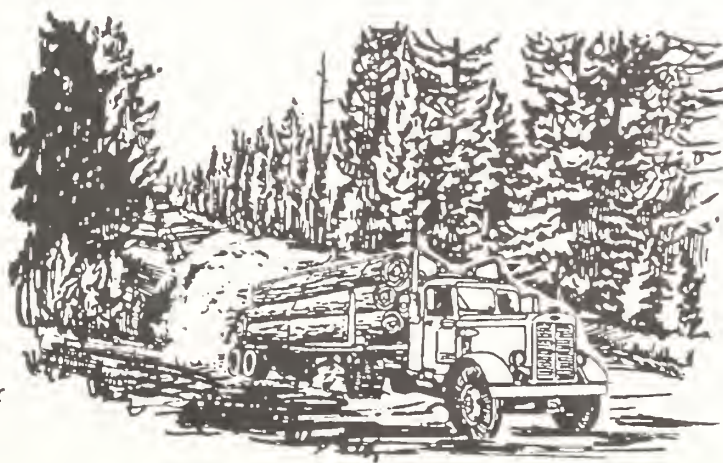
The Kootenai National Forest was the third Forest to be reviewed in 1989.

Forest Supervisor Bob Schrenk feels that the most important aspect of the Integrated Review is getting the "folks from the RO out on the ground." Administrative Officer John DeYoung feels that the review set a format for RO involvement, which in many cases was needed to move ahead. It also forced the Forest to commit to time frames for developing and implementing actions needed for Forest Plan implementation." He adds that it's "always important to get RO management team members out, closer to the field and a part of solutions."

Larry Froberg, District Ranger on the Fisher River RD, affirms that belief. He much prefers the Integrated Review approach over functional reviews like the GMR. Rather than review team members looking at numbers and outputs for particular resources, the IR consists of a "diverse group of folks looking at a broad program." And that's the value of the Integrated Review. Technicians and foresters talk "face to face" with RO and Forest staff, explaining the projects they're working on, the problems, the good and the bad.

The Integrated Review on the Kootenai worked "hand in glove" with the direction the Forest had defined for the six months preceding the review according to Froberg. For example, the Forest had begun to change its budget approach to balance the many resource programs rather than emphasize a few. Following the IR the Kootenai continued to adjust its strategy and philosophy to manage via an integrated approach working toward Forest Plan implementation.

Froberg believes that the Integrated Review process is a good thing. The follow-up visit a year or so after the review brought together the Forest Supervisor, management team, RO review team leader and other interested people. There was no high pressure, no numbers that the review team said should have been achieved. Instead, there were positive suggestions and an exchange of perspectives on the progress of Forest Plan implementation. Review team members and Forest personnel worked together as a team.

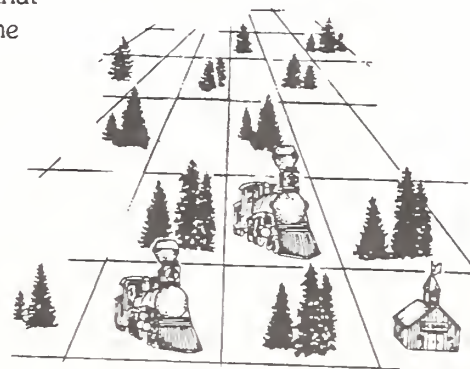


Lewis & Clark National Forest

In 1990, the Lewis and Clark National Forest was reviewed.

Forest Supervisor Dale Gorman feels that the Integrated Review was a "very positive experience for the Lewis and Clark," an "excellent review of how the Forest is going about implementation of the Forest Plan." Findings were "very beneficial."

Gorman says that the findings from the Integrated Review identified areas of the Forest Plan needing adjustment. For example, 1988 fires plus purchase of 40,000 acres of land formerly in checkerboard



ownership changed the resource base. Also, some expectations in the Plan proved to be too high. Although, for the most part, the Plan "is doing exactly what we had anticipated."

And that feels good. Says Gorman, "we live with the review's findings almost daily." In fact the Forest developed a follow-up strategy from the Integrated Review process and used that strategy in a review of the Rocky Mountain Ranger District in July.

Rocky Mountain District Ranger Jerry Dombrowske feels that the usefulness of the Integrated Review depends on how it's structured. If team members go into the review with a positive attitude and use it as a tool to help in Forest Plan implementation, opportunities will almost identify themselves. "If it's structured to be used as a witch hunt," says

Dombrowske, "it won't be useful." Fortunately, he adds, "that's not the case."

Dombrowske believes it's important that the unit being reviewed identify what's of concern to them since the purpose of the Integrated Review is to aid the unit. For example, the Rocky Mountain District put on the IR agenda a situation unique to their District: the managing of the system of outfitter corrals.

Useful findings and observations resulted from the Lewis and Clark Integrated Review. The reason? Teamwork.

Gallatin National Forest

The Gallatin National Forest asked for their Integrated Review, which occurred in 1990.

Planning Staff Officer Ron DesJardins thinks that bringing together the RO and the Forest to discuss specific problems on the ground helped the Gallatin realize that "our thinking is not far" from the RO's.

DesJardins believes that the old adage "you can't see the forest because of the trees" is often true, and the Integrated Review helps SO and District people get a different look at Forest issues from the perspective of outsiders. That perspective "takes a little pressure off" and helps the Forest know that they have issues in common with other Forests. Says DesJardins, we realize "we're not the only ones" with concerns.

Retired Forest Supervisor Bob Gibson who was on the Gallatin during the Integrated Review gives it "a great big A, or an A-." He feels that the great advantage of the IR is that it addresses integrated Forest planning "and that's what the world's all about now." He appreciated the IR because it avoided specialization; people can't "hang in on their hobbies, their own expertise."

Another plus of the Integrated Review process according to Gibson is that it involved everyone. The Districts can "show and tell." Old review methods zeroed in too much on functionalism, generally on how good or how bad something was working. Concludes Gibson, "I think it's great."

Jim Hagemeyer, Director of Land and Financial Planning in the RO, has been on three review teams, including the team that reviewed the Gallatin. He believes the Integrated Review is "the best system I've seen." It provides a "better focus" on Forest Plan implementation with definite expectations. It stays broad, out of "heavy detail," not into functional matters. It provides an across-the-board look at all aspects of management.

Hagemeyer also believes that the Integrated Review provides a trend analyses. What's happening with Forest Plan implementation across the Region? What are the strengths of implementation? What have we learned? What do we need to improve on? The Integrated Review profits the whole Region and it does so through teamwork.

Idaho Panhandle National Forests

The Idaho Panhandle National Forests was reviewed in 1990. Brad Gilbert, Planning Staff Officer, says "We liked the fact that it was an integrated review; we're encouraged by that approach. The most benefit was gained during the week that the team was here." The desired future conditions statements written after the review "didn't help the Forest all that much."

Planning Team Leader Jerry House holds similar views. It is the teamwork that is most helpful during the Integrated Review process. The Panhandle review team and Forest participants chose to work through the weekend following the week of site visits and evening discussions. That is when the "real communication" began says House, adding, "The report doesn't mean a lot to us."

House appreciated the relaxed, non-threatening nature of the team's review approach. And District people appreciated the opportunity to meet RO staff. House praises team leader John Hughes, who "was part of the doing, one of the workers," not just an observer.

Priest Lake Ranger District hydrologist Jill Cobb thought the review team "very approachable" and "interested in the techniques" that the District uses, for example, in analyzing the outcomes of



The Coeur d'Alene River, Idaho Panhandle National Forests.

proposed timber sales. She found the team attentive and interested in the on-the-ground application of programs like GIS, seeing how the process works when applied to real situations, out of an office setting. Cobb does suggest that the Integrated Review team consider small groups for site visits, each group comprised of people interested in a specialized area. In-depth communication is likely to result when a few people observe a site and District specialists talk about their work there.

It is teamwork that makes the Integrated Review process work. By setting up situations for good communication among IR team members and Forest personnel, teamwork can happen.

Flathead National Forest

The Flathead National Forest was reviewed this year.

Planning Staff Officer Bob Hensler found a couple of observations especially enlightening. For one, the desired future conditions statements are the objectives of Forest Plan implementation; standards and guidelines are not the objectives. For another, the community must be allowed the opportunity to offer their opinions when there is a decision to be made that will affect them and their quality of life. For example, the permittee of The Big Mountain Ski Resort wants to expand recreation activities into summer, with parasailing, a water slide, horseback riding. Such expansion would take over areas historically used



Photos by Ray McLaughlin



Above: The Integrated Review Team for the Flathead National Forest visits a recreation site.

Left: Team members compare notes.

by people for other activities like hiking, camping or just getting away.

Reed Kuennen, wildlife biologist on the Tally Lake Ranger District, thinks that Forest Plan implementation is not as well-defined in areas like recreation and wildlife as it is in other resource areas. While the Integrated Review may not directly help the implementation process, it does make RO staff more aware of what District people do. It gives the review team members a better understanding of just what it takes to accomplish some of the programs that reach the ground for implementation.

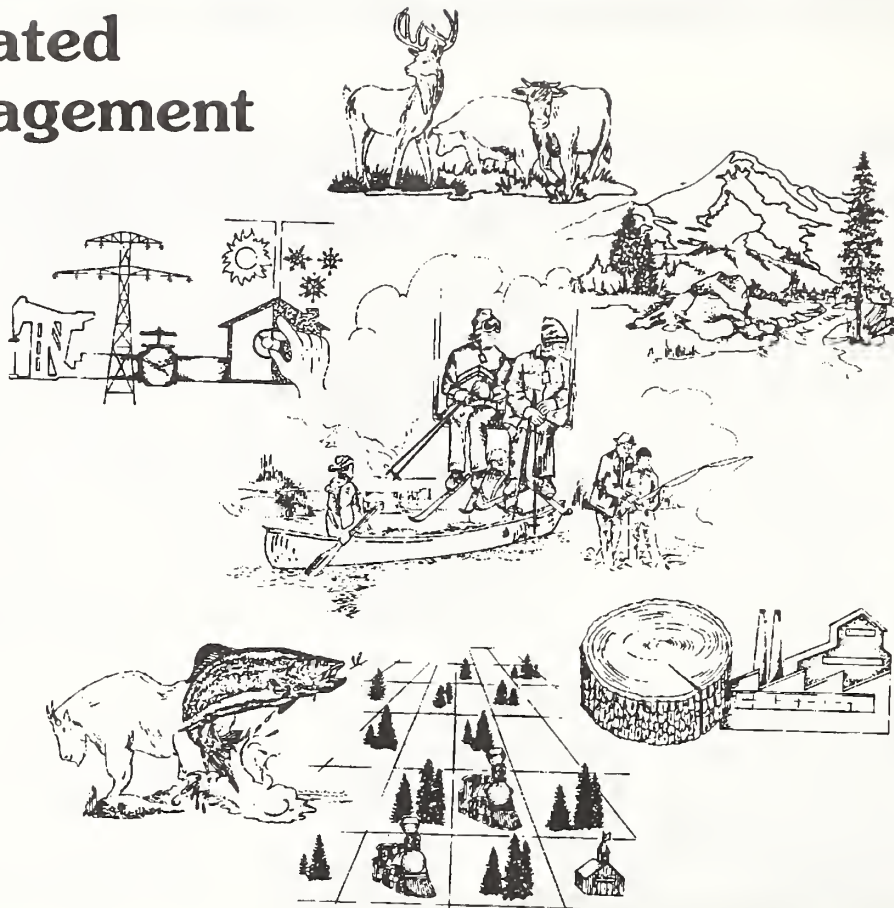
If Kuennen has any suggestion for the Integrated Review process, it is to the review team: Keep the tone of the review positive. Talk about problems and what needs to

be improved rather than asking questions like "Why are you (or why are you not) doing this or that?".

She does applaud the IR process for opening a door that it's easy for District people to forget is there, the door to the RO as reference center. The Tally Lake District now has several recently identified sensitive plant species. Kuennen mentioned in the Integrated Review that she did not have references on these species. Within two days she had in hand reference material from the RO.

While the IR process is not perfect, it is an excellent vehicle for communication. Communication results directly from teamwork, and it's teamwork that makes integrated resource management happen.

Integrated Management



The Northern Region News

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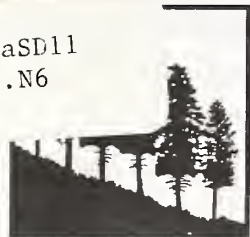
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Northern Region News



Issue #6

A Newsletter For Employees and Retirees

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Regional News

A Monument Rededicated

by Sheila Melvin, Student Intern, Regional Public Affairs Office

Amid celebration and a little rain, the Theodore Roosevelt Memorial was rededicated on Marias Pass on July 10.

As part of the Forest Service's Centennial and the National Park Service's 75th jubilee, the rededication of the 60-foot high obelisk - a replica of the Washington Monument - was officiated by Regional Forester John Mumma. Standing at the lowest mountain pass over the Continental Divide in the United States, the monument was moved from its original location in the middle of Highway 2 to a rest area at the side of the road in 1989 for safety reasons.

On hand to help with the rededicat-

John Stevens, who is credited with finding the Continental Divide crossing for the Great Northern Railway. Williams said her grandfather always said that he attributed part of his winning the presidency to the support given him by Montanans. Stevens said that his father had participated in the first dedication of the monument on October 25, 1931.

Originally, the monument was dedicated to Roosevelt, who was the first president to make forest conservation a national policy. The air of environmentalism was still present as a Burlington Northern train blasted its horn while William Greenwood, the company's chief operating officer, pledged to improve the environmental quality of the area. Burlington Northern, the State of Montana, the Forest Service and the

National Park Service signed an agreement to establish the Burlington Northern Environmental Stewardship Area in the East Glacier-Belton corridor. The agreement is the result of environmental concerns for the habitat of several threatened and endangered species, including grizzly bears, wolves and bald eagles, as well as the maintenance of water quality. In addition to the endangered species protection program, Burlington Northern also proposed an establishment of a trust fund in order to establish a number of conservation programs.

In addition to guests, Williams and Stevens, the officials attending the Marias Pass rededication included Governor Stan Stephens, Earl Old Person, Chairman and Chief

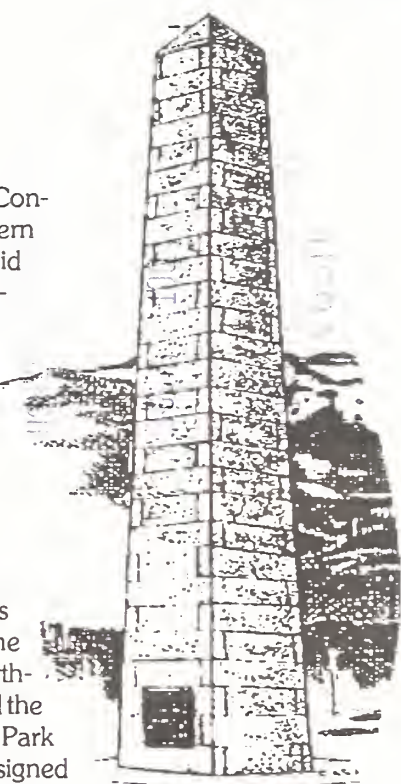


Photo by Deanna Riebe

Pictured from L to R, Jeff Sirmon, Deputy Chief, USDA Forest Service, William Greenwood, Chief Operating Officer, Burlington Northern, Donald Stevens, Great Grandson of John F. Stevens, John W. Mumma, Regional Forester, Edith (Roosevelt Derby) Williams, Granddaughter of Theodore Roosevelt, Stan Stephens, Governor of Montana, Lorraine Mintzmyer, Regional Director, National Park Service, and Earl Old Person, Chairman and Chief, Blackfeet Tribe.

ion was Edith Roosevelt Derby Williams, Theodore Roosevelt's granddaughter, and Donald Stevens, the great-grandson of

of the Blackfeet Tribe; Jeff Sirmon, Deputy Chief of the Forest Service; Tim Glidden, Counselor to the Secretary of the Interior; and Lorraine Mintzmyer, Regional Director of the National Park Service.



The Trail of Tears Remembered Forever

by Laird Robinson, Public Affairs Specialist

A significant and tragic event in history was commemorated July 19 with the dedication of the Nez Perce National Historic Trail - the 1,170 mile flight path of the Nez Perce Indians in the Nez Perce War of 1877.

It was on this trail, 114 years ago, that Chiefs Joseph, Lean Elk, Looking Glass, White Bird and Toohoolhoolzote of the Nez Perce Tribe attempted to lead their people to safety from pursuing whites. The normally peaceful Nez Perce were forced into a fight they did not want by the impulsive actions of a few revengeful young men. Composed of independent villages and bands, the Nez Perce were long known as friends of the whites. They had welcomed Lewis and Clark, fur trappers, and missionaries to their homeland of southeastern Washington, northeastern Oregon, and northcentral Idaho.

In 1855, Washington Territorial Governor Isaac I.



Soy Redthunder, Joe Redthunder, Charles Pete Hayes, and John Mumma pose behind the Nez Perce Trail memorial.

Photo by Deanna Riebe

their land and left the council. In their absence, other chiefs spoke, without tribal authority, for those who had left, and signed the treaty. Their act resulted in a division of the tribe. Those who signed are known as "treaty" Nez Perce; those who didn't are called "nontreaty" Nez Perce. The nontreaty Nez Perce remained on their land for some years, but conflicts with the growing white population increased. In May, 1877, the Army ordered the nontreaties to move to a small reservation. Rather than risk war, the nontreaty chiefs decided to move. But just days before they left, three young Nez Perce killed several whites in retaliation against mistreatment of their people.

Thus, the hope of a peaceful move ended,



Photos by Ken Blackbird

Stevens, responding to increasing white expansion, negotiated a treaty with the Nez Perce chiefs, recognizing their peoples' right to their traditional homeland and establishing it as a reservation of some 5,000 square miles. But, in 1860, prospectors struck gold, and in the ensuing rush, thousands of miners, merchants, and settlers, disregarding the treaty, overran large parts of the reservation.

To cope with the crisis, the U.S. government, in 1863, engaged the angered Nez Perce in new treaty talks advocating a revised treaty that greatly diminished the size of the reservation. Some Nez Perce bands agreed to this treaty; others refused to cede



Pictured from L to R, Horace Axtell, Regional Forester John Mumma, and Joe Redthunder.

The Leading Edge

by John Mumma, Regional Forester



The National Forest Centennial is giving us a unique opportunity to share with the public and employees the history of the national forests this year as we host some very special events. Many Forests have already offered tours of historic sites, like the Lochsa Ranger Station, or opened new trails, offered poster contests, sponsored Centennial floats in parades, and a wide variety of activities.

The rededication of the Theodore Roosevelt Memorial on Marias Pass was one of those special events. This occasion allowed us to once again honor this president who was known as a conservationist, and to bring together the various agencies and individuals who have an interest in the area. It was a special treat to host Roosevelt's granddaughter, Edith Roosevelt Derby Williams, and Donald Stevens, the great-grandson of John Stevens - the man who found this crossing over the Continental Divide for the Great Northern Railroad.

Another very significant event was the dedication of the Nez Perce National Historic Trail. For all parties involved, this

was a touching ceremony, one to be remembered for a long time. This dedication provided an opportunity for the treaty and nontreaty Nez Perce to join together for the first time in 114 years in prayer, a pipe ceremony and a pow wow at the same meadow where they had traditionally camped years before. It was an opportunity for visitors to learn about the Nez Perce War of 1877, and to experience a pow wow and observe a traditional pipe ceremony for the first time. Now with the help of the Nez Perce National Historic Trail Foundation, planning for interpretation of the trail can begin.

To all of you who were involved in organizing the Nez Perce Trail Dedication and all the Centennial events across the Region, I extend my sincere appreciation for all your effort and time. In particular, Centennial Coordinator Laird Robinson and the coordinators on each of the Forests in the Region are to be commended for their outstanding work in planning and coordination. We will continue to reap the benefits of your work for years to come.

and June 15, 1877, the flight began. Leaving their homeland in the Wallowa Valley of eastern Oregon, they crossed over Lolo Pass into Montana. Then skirting the Bitterroot and Centennial Mountains, they went through what is now Yellowstone National Park, then headed north towards Canada. The flight ended at the Bears Paw Mountains, where they surrendered 40 miles short of the Canadian border and safety on October 5, 1877.

The five chiefs and their people, numbering about 750, had fought defensively for their lives in some 20 battles against more than 2,000 soldiers, civilian volunteers and Indians of other tribes. It was at Bears Paw that Chief Joseph said in his famous speech, "Hear me my chiefs! I am tired. My heart is sick and sad. From where the sun now stands I will fight no more forever."

About a third of the Nez Perce escaped into Canada. The remaining were captured and exiled for eight years at Indian agencies in Kansas and Oklahoma.

A semi-circle of teepees and Nez Perce in ceremonial costume decorated Packer Meadows. Treaty Nez Perce, nontreaty Nez Perce, and Forest Service leaders sat on the ground in a circle, all taking part in a sacred, traditional pipe ceremony common to both bodies of Nez Perce.

On this day, July 19, 1991, in the very spot where Chief Joseph and the other three chiefs camped with their people during their flight, history was made once again. Descendants of those Nez Perce, separated because of differences born 114 years ago, reunited to honor those who fled and those who died in the Nez Perce War of 1877.

Horace Axtell, a Nez Perce spiritual leader, said, "To

many of us, this is still a trail of tears. Many of us still hurt inside." He beseeched the forest supervisors sitting in the circle of the pipe ceremony to keep the land sacred and honor the Nez Perce that are buried beneath the trail. The Nez Perce call the trail

continued on page 5



Soy Redthunder (left), and Horace Axtell (right) Photo by Sheila Melvin
lead opening ceremonies before a powwow.

Yesteryear At The Lochsa

by Bob Tribble, Public Affairs Officer



Five hundred area residents, and visitors from as far away as Georgia joined in the gala Centennial festivities at the Lochsa Historic Ranger Station site on July 15. They browsed the restored buildings of the beautiful park-like setting, joined in



Forest Supervisor Win Green (right) helps open The Lochsa River Trail as part of the festivities.

the return to yesteryear living history activities, and basked in the sun of a wonderful July day hosted by Lochsa Ranger District and SO personnel.

Clearwater National Forest Supervisor Win Green's hearty invitation to area residents and visitors was warmly received by both young and old. Some fifty retirees from the ranks of district lookouts, district personnel, rangers, and forest supervisors attended. As one moved about the site, conversations about the "old days" permeated the crisp air like music from the past. Many donned clothing from earlier times and joined in such robust activities as shake splitting; horse logging and horse shoeing; log construction, hewing and shaping; quilting and spinning; whip sawing lumber and saw sharpening. The look, feel and sound of the day gave the event a romantic aura like that of being on a movie set of the past. The folksy aroma of country music wove its way into the menu of the nostalgic day making the full flavor of the Centennial event a taste not to be forgotten.

The highlight activity of the day featured the grand opening and dedication of the beautiful Lochsa River Historic Trail. Donning the historical uniform of the Service (vintage 1905), Supervisor Green welcomed the crowd along with District Ranger Jon Bledsoe. Bledsoe lauded several groups of trail construction volunteers and briefed the audience on the Trail's history.

Roger Williams, President of the Idaho Trails Council and keynote speaker of the dedication ceremonies, traced his own steps over the entire trail and others of the Idaho trails system.

The Centennial event also featured speeches, awards, and 'yarns and tales' from retired rangers and supervisors that turned the ears of those gathered around the evening campfire at the amphitheater.

The festivities continued on Sunday, July 14, with the Lochsa River Trail Initiation Ride/Hike/Bike. A few hardy souls braved a drizzling rain to initiate the newly refurbished trail by traveling 1-1/2 miles from the Ranger Station to Fish Creek, to Beaver Flat for 6 miles, or all the way to Split Creek - a distance of 16 miles.

Forest Supervisor Win Green stated, "Centennial festivities and the dedication ceremony were in honor of the way the Forest Service has managed the land and served people." The Lochsa River Historic Trail, a segment of the Idaho Centennial Trail and a newly designated National Recreation Trail, is a tribute to co-operative efforts of about two hundred Earth Day volunteers contributing to the construction of the Fish Creek Bridge and trail last year. This spring, the Snowshoe Falls Bridge was completed with the help of the Central Idaho Back Country Horseman while several smaller bridges were also built with the assistance of the Twin Rivers Back Country Horseman. The entire effort was complimented with volunteer labor of citizens from Orofino, Grangeville, Lewiston, Kamiah, and Kooskia.



Quilting and packing manties were among the many activities at the Dedication.



Blackfeet Cultural Exchange

by Jeanne Spooner, Public Affairs Specialist

In observance of the National Forest Centennial, a Blackfeet Encampment was celebrated at the Kootenai National Forest Timberlane Campground on June 28 and 29. This cultural symposium, which was given by the members of the tribe, was in exchange for a fuels management seminar implemented by Becky Timmons, Forest Archeologist.

Beginning on Friday, June 28, the Blackfeet set up large white teepees at the campground which served as "conference rooms" for the workshops. Blackfeet Coordinator, Harold Gray, and other tribal members were introduced to the 200 Forest Service employees attending. After the introductions, employees broke into small groups to listen, ask, share and laugh with their Blackfeet hosts. The Blackfeet kindly and patiently lead the FS employees out of the confines of their



Kootenai National Forest employees join in tribal sweat lodge ceremony during the Blackfeet Encampment.

culture into the expanded culture of the Tribe. After being treated to a traditional Blackfeet meal of venison stew, berry soup and fry bread, the employees were invited to join in the evening's events of drumming, singing and dancing. Later, around the late night campfire, legends of the Blackfeet were told by George Kipp.

On Saturday, the Blackfeet continued the workshops in conjunction with the Kootenai National Forest Centennial picnic, which had been specially scheduled to introduce more Forest folks to the Blackfeet culture. Following a second successful day of cultural interaction, participants left with a new feeling of friendship and knowledge and requested this exchange be repeated again. Our thanks to the Blackfeet tribal members for an experience of a lifetime.



Centennial Update

Register Now For The National Forest Service Reunion

As part of the Forest System Centennial celebration, the White River National Forest is hosting the first-ever reunion for Forest Service employees and retirees. The event, which will be held in Glenwood Springs, CO, September 29 through October 2, 1991, promises plenty of fun and entertainment. There will be tours, rafting, a golf tournament, an "old uniforms" fashion show, a historical display, an enactment of Giffort Pinchott, a barbeque, awards and recognition, and plenty of time for socializing.

If you plan to attend, please send your registration in as soon as possible so the reunion planners can make accommodations for everyone who plans to attend. If you need additional information or a registration packet, please call Anita Kline, Reunion Coordinator at (303) 945-2521, weekdays or write:

NATIONAL FOREST SERVICE REUNION
P.O. Box 1064
Glenwood Springs, CO 81602

"Trail of Tears" *continued from page 3*

"Nee-Me-Poo," which translates "The People." This trail was historically used for commerce and to hunt buffalo. It was commonly known as the "Buffalo Trail."

Later in the day, before an audience of about 300, the trail was dedicated in an inspiring program. In a flag ceremony, an eagle feather staff, representing warriors of bravery, and the Nez Perce Nation flag were displayed alongside the Forest Service banner and the United States flag. Drumming was provided by the Nez Perce Nation Drummers.

Joe Redthunder, Allen Slickpoo and Horace Axtell, Nez Perce cultural and religious leaders, opened the program with a traditional prayer and the Nez Perce Flag Song. Soy and Joe Redthunder, both direct descendants of Chief Joseph, spoke at the dedication, encouraging people to remember with reverence what occurred on the trail.

Another speaker, Associate Deputy Chief Larry Henson, noted that a site specific plan for the Nez Perce Trail will be developed next. (A comprehensive plan defining how the trail will be managed, developed and maintained, was finished in November, 1990.)

Henson said, "We have an opportunity to add a great deal to the preservation of the history of this country through accurate and sensitive interpretation." He added, "This dedication is not an end of the journey, but only a point on the journey." He noted that it will take a lot of communication and dedication by many people and agencies to get the job done.

Members of the Nez Perce Trail Advisory Council met just after the dedication and formed a new non-profit organization called the Nez Perce National Historic Trail Foundation with Dr. Harry Fritz of the University of Montana as its first president. This foundation will help agencies and organizations implement the plan on-the-ground and assist in fund-raising to further interpretive efforts. A contract will be awarded soon to a selected firm to aid those Forests having "high-potential segments" of the trail in preparing interpretative plans and themes.

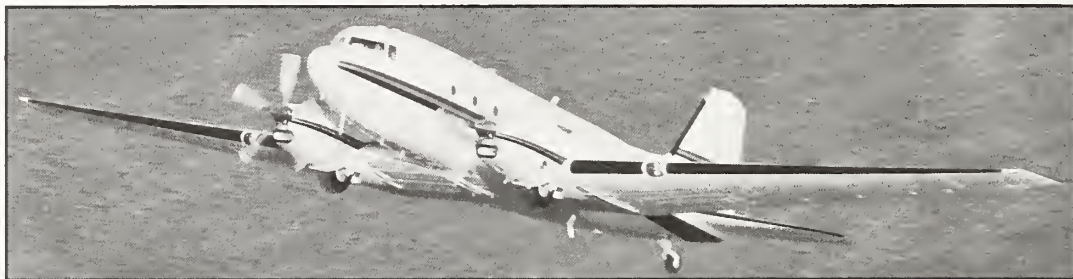
DC-3 Gets New Lease on Life

by Patricia Rasmussen, Aerial Fire Depot

On June 17 representatives from Region One traveled to Oshkosh, Wisconsin to accept Region One's "new" DC-3. Basler Flight Service of Oshkosh was awarded the contract last fall to convert the Forest Service's two remaining DC-3s to turbine engines. Region One will operate one of them and Region Four the other. Both airplanes will be used primarily as smokejumper platforms, but the conversion will greatly increase their versatility as well as capability for other missions.

While the new engines are a major part of the conversion they are by no means the only improvement made to the airplane. The vintage Pratt & Whitney radial engines were replaced with new Pratt & Whitney PT6-67 turboprop engines with 5-bladed Hartzell propellers. Each engine produces 1280 horsepower. The airframe was completely torn down and rebuilt to essentially zero-time standards and is stretched 40" in length in the process. The maximum gross weight increased from 26,900 pounds to 28,750 pounds which will give it a

payload capacity of approximately 10,000 pounds. This will allow us to carry up to an 18 smokejumper load or 20 passengers in airline type seats. The old instrument panel was replaced with state of the art avionics and instrumentation. The airplane will be equipped for all-weather flight but it's still unpressurized so the cruising altitudes will remain in the 10,000 to 15,000 foot range. True airspeed, however, will increase to



around 200 knots.

Because the airplane was so thoroughly refurbished during the conversion process we will have, for all practical purposes, a new airplane. Even the registration number will be changed from 146Z to 115Z to reflect the affiliation with Region One. In addition to the restoration, Basler is guaranteeing 50 years of product support.

The Regional aviation group is busy training flight crews and preparing for operations with 115Z. From all indications, our "new and improved" DC-3 will be an excellent addition to the Region One aviation program.

Bitterroot National Forest

New Trapper Creek Management

Sunny C. Hemphill, a member of the National Job Corps team in the Washington Office, has been named as the director of the Trapper Creek Job Corps Center. A 21-year veteran of the Forest Service, Hemphill is a native of Brigham City, Utah and holds a bachelor's degree in English with a certificate in secondary education from the University of Utah.

Hemphill, who started her career as a teacher, was recruited by the Job Corps in 1966 by the Department of the Interior at the Weber Basin CCC. Later, in 1970 she began her career with the Forest Service as a teacher and counselor at Angell CCC in Oregon until 1980. Her later appointments include a position as the supervisory guidance counselor at the Frenchburg CCC in Kentucky from 1980 to 1984, the deputy center director at Golconda CCC in Illinois from 1984 to 1986, and back to Frenchburg CCC in 1986 to be the Center director. Since 1988, Hemphill has been at the WO where she has been reviewing and overseeing the budget and policy issues of the 18 Forest Service CCC's.

Another new addition to the Trapper Creek Job Corp is Montana native, Jeannette P. Price, who will serve as the

deputy program manager. Price began her career with the Forest Service in 1962 at the Wenatchee National Forest as a payroll clerk. In 1967 she transferred to the Chugach National Forest as a resource clerk and purchasing agent and, two years later, went to the Ochoco National Forest as a business management assistant.

Later, in 1973, Price moved again to the Idaho Panhandle National Forests as a financial assistant in Budget and Finance and worked up through the ranks to a budget assistant. Since 1980, Price has been at the Lolo National Forest as a budget officer.



Pictured top: Sunny C. Hemphill, bottom: Jeannette P. Price

Safety For All...

by Sheila Melvin, Student Intern
Regional Public Affairs Office

The Regional Forester has awarded 22 Northern Region employees for their superior contributions in developing an Employee Protection and Security Program.

This program, which was approved by Chief F. Dale Robertson, is the result of recent assaults of several employees, and other serious and potentially dangerous situations in the Region. Following these incidents, the Regional Forester asked the RO Management Staff and the Lolo National Forest staff to review the personal protection and security of the Regional employees. Following this request, a decision was made to form a task force which would be responsible for designing a program which dealt with employee awareness, public protection and facilities and communications.

After members of the committee were selected from various areas in the Region, the task force divided itself into three working groups in order to effectively cover all the areas of employee protection and security. In March, the committee issued a final report which included material in the areas of Employee Awareness, Public Protection, Facilities and Communications. Currently, one product of this group has been the development and implementation of the Employee Awareness Training, which has



Robert Quade, Task Force Chair (left) receives award from Director of Personnel Management Kathy Solberg.

been presented to each national forest as well as in the Regional Office.

Awards were given to all of the following task force members in recognition of the excellent ideas and products generated for the Employee Protection and Security Program: Ann M. Baker, Wendell G. Beardsley, Marc G. Bell, Honer R. Bowles, Chair; Dave L. Bunnell, Brian G. Castaldi, Loretta K. Chambers, James M. Dolan, Kevin C. Goffe, Bill J. Goumay, Chair; Joseph P. Hopkins, Tom R. King, Chair; Terry L. Knupp, Lowell S. Mansfield, Russell E. Miller, Stephen L. Morton, Robert E. Quade, Task Force Chair; Ronald Rhoads, Sue A. Root, Joseph W. Sologub, Jack C. Sundt, and Keith R. Thurlkill.

Swedish Volunteer Helps Out

by Don Sasse, Zone Wildlife Biologist

For more than seven snowy winter months Swedish volunteer, Kurt Pettersson, provided his service to help with a variety of projects on the Kings



Kurt Pettersson

Hill Ranger District. Kurt's work included updating the timber data base, timber sale layout, snow removal, and construction of 41 boreal owl nest boxes. Hopefully, when placed in the forest, the nest boxes will be used by boreal owls so the Lewis and Clark National Forest biologists can collect prey remains and gain insight into what they eat in the Little Belt Mountains. Kurt, said he liked the Montana Cowboys and enjoyed the deep snow which reminded him of his native Sweden. Kurt's outgoing nature and international perspectives helped the District employees gain an understanding of Swedish customs. He also introduced the employees to eating fermented Baltic herring. What an experience for the Kings Hill Ranger District!

Makin' Teepee Poles

Under the direction of the Lewis and Clark National Forest, Craig Cowie, co-manager of the Native American



Program, and the employees of the Kings Hill Ranger District cut and peeled 200 teepee poles for use at the Intertribal Youth Practicum in Browning.

The poles were used by the students in the program to make and construct their own teepees. Some of the other activities involved showing the students how to pitch and orient their teepees for various ceremonies. The teepees were set up and allowed to stand as visual attractions for the duration of the practicum. In addition to the practical experience the students gained by attending the Intertribal Youth Practicum, they were also educated in tribal government procedures as well as learned to understand, appreciate and manage natural resources.

Pictured L to R are Buzz Adophson, Bob Gliko, and John Mettrione.

Our Beginnings -- A History of the National Forests

by Terry West, Forest Service Historian, Washington Office



Wise Use of
Your Natural
Resources

A new agenda appeared in U.S. politics in the period 1890 to 1920—the “conservation movement.” Although its intellectual beginnings were developed in the decades before, during this period the political influence of members of the conservation community made itself felt. By lobbying Congress

regarding the future of timber, wildlife, water-

power, and minerals on public lands, members of the conservation movement helped ensure the passage of a flurry of acts, including: the Forest Reserve Act (1891), the Forest Management Act (1897), the Lacey Game and Wild Birds Preservation and Disposition Act (1900), the Newlands Act (1902), the Forest Transfer Act (1905), American Antiquities Act (1906), the Act for the Preservation of Game in Alaska (1908), Weeks Act (1911), National Park Service established (1916), the Migratory Bird Treaty Act (1918), the Mineral Leasing Act (1920), and the Water Power Act (1920).

The variety of conservation legislation passed by Congress shows that the goal of creating forest reserves was only part of the conservation movement agenda. In fact, passage of the 1891 act only marked the coming of age of the conservation crusade in national politics. The years after were marked by its being center stage, and then after enjoying success, finding itself fading away. Why did the movement capture national attention during this period and what was the motivation of its varied members?

The obvious answer is that members were motivated by the specter of a declining natural resource base. Another answer is that conservation crusaders were caught up in the

progressive politics of the time. To them the fight was about public versus private ownership of natural resources; only by keeping natural resources in the public domain could private monopoly be prevented. Another answer comes from historian Samuel P. Hays (1959), who wrote “It is from the vantage point of applied science, rather than of democratic protest, that

one must understand the historic role of the conservation movement.”

What Hays is saying is that we cannot isolate the conservation movement from the wider changes that were taking place in the nation. One major change was the emergence of a bureaucratic management structure in industry and government, a trend that began in reaction to the inefficient and wasteful management practices of the time, whether of timber or people. A founder of this new way was Frederick Winslow Taylor, an engineer and advocate of “management science.” The concept influenced the Forest Service, for the first professional foresters had to justify their presence. Their justification was that forestry was a science and could not be learned just by being out in the woods.

What was the science taught in early forestry schools? It was the gospel of conservation—human intervention in nature to maintain and increase the supply of natural resources. The politics that went with this science were that resources should be managed by objective professionals free from special-interest politics. Only in this way could public resources be managed for “the greatest good of the greatest number in the long run.”

This is the seventh in a series of articles describing the early beginnings of our national forests. They are provided by the Chief's Office History Unit for the Forest Service Centennial.

Rise of the Technocrats, Experts, Managers, and Politics

New Videos

These new videos are available from the USDA Film Library at the University of Montana, Instructional Media Services, Missoula, MT 59812. (406) 243-4070. Regional Office employees can check them out at the receptionists desk in the RO.

The Gypsy Moth - The Way West Time: 18:30

The gypsy moth has eaten a swath through foliage in parts of the Northeastern and Midwestern United States, forcing some areas of infestation into quarantine to prevent further transport of the moth. This production details the rise of the gypsy moth, its movement through the United States, and its capacity to destroy the leaves of trees. The conifers which predominate in the Western United States would be particularly vulnerable to such a loss of their leaves. Possible preventative measures to avert infestation by the moth, and the potential impact if such infestation does occur are both explored.

Common Ground Time: 14:20

The Little Missouri National Grassland is rich in wildlife and natural resources. A growing demand for oil and for the development of national grasslands is making it necessary to find a common ground among the interests of oil and gas development, livestock grazing, recreation, and wildlife. This program gives an overview of the rich history of the Little Missouri, and shows the various elements with claims to the grassland's wealth today. The attempts to reconcile these claims, and the continuing search for the needed common ground between the interests is explored.

Mann Gulch Memorial Time: 13:30

Thirteen firefighters lost their lives in the Mann Gulch Fire on August 5, 1949. In honor of these men, a ceremony was held on May 7, 1991 in which Governor Stan Stephens proclaimed the day "Wildland Firefighter Appreciation in Montana." This production features highlights of the ceremony. Speakers included are Ernie Nunn, George Leonard, John Mumma, Denis Hart, and Governor of Montana, Stan Stephens. Denis Hart tells the story of the fire.

National Wildland Firefighters Memorial

Time: 27:30

The dedication of the National Wildland Firefighters Memorial took place in Missoula on May 8, 1991. Honoring all wildland firefighters who have died in the line of duty, the memorial specifically honors the victims of the Mann Gulch Fire. The video highlights the speakers of the dedication who include: James F. Mann, Reverend William F. Duffy, John Mumma, Lt. Gov. Allen Kolstad, George Leonard, and John Sallee, one of two firefighters who survived the Mann Gulch Fire.

Teacher and Ranger...

by Mel Fowlkes, Forestry Technician



Wilderness Ranger Connie Saylor

Not often do we have the opportunity to act on our convictions, but Connie Saylor, Wilderness Ranger on the Clearwater National Forest, makes seemingly endless contributions to the field of environmental education.

Beginning in 1989 Saylor has spent her summers working for the Clearwater National Forest as a wilderness ranger. In that capacity she is responsible for taking site surveys and monitoring use relative to the standards dictated by the limits of acceptable change (LAC). She uses her education skills when she makes visitor contacts on the trail and at the campsites in the wilderness area. Connie's work also includes cleaning up where people have camped to make the area look like no one has been there, and trail maintenance.

During the off season, when she is not working as a wilderness ranger in the Selway-Bitterroot Wilderness Area, she is teaching high school Spanish and seventh-grade social studies and life skills in the Essex Community School District, Essex, Iowa. But her education endeavors are not limited to the classroom. She is also an advisor to SAVE, Student Action Volunteers for the Environment. SAVE has several projects, the best known is the curbside recycling pick-up service operating in Essex.

According to The Shanandoah Valley News, SAVE is only one of many environmental activities that Saylor throws herself into. In May 1990, she was part of an environmental youth forum held in Washington, D.C., in which an Iowa delegation - along with groups from other states - submitted their plans to the President.

Special Recognition

Wes Paulson, silviculturist on the Clearwater NF's Powell Ranger District, has received recognition through President Bush's Points of Light Program for his involvement with the Powell Quick Response Unit. A plaque and a letter of appreciation from President Bush were presented to Wes by Forest Supervisor Win Green and Powell District Ranger Margaret Gorski.

Through Wes' efforts the Powell QRU recently upgraded to

an ambulance service. The Powell Ambulance Service provides a critical community service, providing emergency medical care in a remote part of Idaho.

Anthony P. Ramos, Montana Field Office, GSA, received an "Regional Administrator's Commendable Service Award" for his continued devotion to duty and dedication to GSA's customer agencies in Missoula.

Native American Youth Camp

by Shelly Fyant, Contracting Specialist

The Idaho Panhandle and Clearwater NF's, in partnership with the Kootenai Tribe and the University of Idaho, brought thirty-six high school students from six different reservations to attend the North Idaho Native American Youth Camp. The camp, which was the fourth annual, took place at the U of I Clark Fork Field Campus on June 9-14.

The week-long camp's objectives were to provide Indian youth with an understanding of tribal government, natural resource management and higher educational and career opportunities. In addition to special activities such as storytelling, canoeing and presentations on archaeology and cultural resources, which were given by FS employees and tribal members, the students were also assigned to a mythical confederated tribe and given a land base of 100,000 acres to manage. The students were given several future problems with three decades of natural resource plans, some of them dealing with social and economic issues, and were asked to come up with programs to insure an adequate revenue and quality of life for the tribal members.

For the past three years, the Youth Camp has been one of the programs sponsored by the Native American Program. The Forest Service participation in the camp grew out of the commitment to strengthen the relationship and expand resource management activities and educational opportunities with the Indian Tribes.

Kootenai National Forest



A Centennial Stroll

Forest Service employee, Dellora Gauger of the Fortine Ranger District gives an interpretive talk to visitors at the Ant Flat Historic Site and Natural Resource Center. The interpretive walk was part of the Forest Service Centennial celebration.



Alert -- Alert -- Alert -- Alert

New Instructions for Newsletter Submissions !!!

Your newsletter editor is moving on to new challenges. Sheila Melvin, graduate of the University of Montana in journalism and English, will fill in as editor until a new editor is selected. **Please send all articles to PAO:R01A** (via the DG). Hard copies and photographs should be sent to:

Northern Region News
Northern Region Public Affairs Office
P.O. Box 7669
Missoula, MT 59807

Newsletter Guidelines

- Articles should feature Forest Service employees and retirees involved in Forest Service activities and projects.
- Articles must be concise and timely. All articles are subject to editing, and may not be used if outdated, inappropriate, or if space does not permit.
- Photos should be black and white, glossy prints if possible.

From The Files

A memo from District Ranger, C. B. Hand of the Coeur d'Alene National Forest, June 12, 1941, states:

"In order for you to successfully carry on your duties, it will be necessary for you to have a telephone installed in your dwelling.

"Due to the latest Forest Service regulations and an agreement between the telephone company and the Forest Service, you will be required to pay the telephone company 50 cents a month for the privilege of having this telephone."

How times have changed!!

Personnel Update

CLEARWATER NATIONAL FOREST

ANDERSON, LYNNANN, info receipt, Pierce RD, cash award
BRINKMAN, DEAN, civ eng, Tongas-Chatham NF, reassign, SO
CHISLETT, GUY, frstry tech, Mendocino NF, reassign, North Fork RD
HARBAUGH, ROBIN, res clk, Pierce RD, reassign, Lochsa RD
KINZER, DONNA, comp asst, Pierce RD, cash award
KLINKE, MARK, frstry tech, North Fork RD, promotion, Pierce RD
MUNSON, COLLEEN, frstry tech, Pierce RD, cash award
OATMAN, JOE, stu trainee (biology), Lochsa RD
SCHLUESSLER, NORM, civ eng, Beaverhead NF, reassign, SO
STADLER, DONALD, frstr, Powell RD, reassign, Superior RD, Lolo NF

DEERLODGE NATIONAL FOREST

BILLETER, JOHN, frstry tech, Clearwater NF, reassign, frstry tech, Jefferson RD
BILLETER, TERESA, res clk, Clearwater NF, promotion SSS, SO
BRABENDER, JOSEPH, stu trainee (frstry), Jefferson RD, exc career cond appt
BUCK, KIM, stu trainee (frstry), Jefferson RD, exc career cond appt
DEARING, ROBERT, eng equip optr, SO, reinstate career cond appt
DIEBOLD, SIRI, realty spec, SO, M&L, reassign, SO, eng
DODGE, JOCELYN, stu trainee, conv career cond appt, frstr, Butte RD
DORVALL, RENE, comp clk, Butte RD, career cond appt
EVANS, PATRICE, comp asst, SO, promotion
GERDES, STEVEN, frstry tech, Philipsburg RD, reassign, biol tech
GOEPFERD, WAYNE, svpr cmpr prgmr anal, Chequamegon NF, reassign, comp
pgmr anal
LANGE, KIM, res clk, SO BM, promotion, civ eng tech, SO, eng
LUNDBORG, KATHRYN, stu trainee (enrg), SO, eng, exc cond appt
MCCARTHY, DAVID, stu trainee (enrg), SO Eng, exc cond appt
MCDONALD, ESTHER, cook, Anaconda CCC, career cond appt
MCKENZIE, FAWN, purch agnt, SO, BM, promotion
OLD ELK, NETA, stu trainee (cmpr), SO Eng, exc cond appt
OLSON, TRUDI, clk typ, SO, BM, career cond appt
PARKER, JAMIE, SSS, Butte RD, fed women's prg mgr
POMEROY, BILLY, wldlf biol, Kootenai NF, reassign, wldlf biol, Philipsburg RD
POST, TRISTRAM, stu trainee (mg), Butte RD, conv to career cond appt, rge conserv
RAUCH, WILLIAM, eng equip optr ldr, SO, eng, promotion
RICHTMYER, GARY, civ eng tech, Deer Lodge RD, reinstate career cond appt
RINEHART, SUSAN, rge conserv, Deer Lodge RD, reassign, botanist
WEAVER, KEVIN, stu trainee (frstry), Butte Rd, exc appt cond
WIEBE, LINDON, smkjmpr, AFD, promotion, frstry tech FMO, Philipsburg RD

IDAHO PANHANDLE NATIONAL FORESTS

AITKEN, REX, conv to career cond appt, lead frstry tech, Feman RD
ALBRICH, SUZANNE, promotion, frstr tech, Feman RD
ANDERSEN, DELORES, clk, promotion, office auto clk, SO
ASLESON, DAVID, cash award, frstr, Sandpoint RD
BARTLETT, JAMES, temp prom, frstr tech, Avery RD
BERG, ERIK, svpry frstr, reassign, frstr, SO
BJORN, DONALD, promotion, voucher examiner, SO
BORNITZ, LYNN, conv to career cond appt, svpry frstr tech, St. Maries RD
CARTER, TED, accession, SCSEP, Sandpoint RD
CROSSER, DAVID, conv to career cond appt, lead frstr tech, Avery RD
CUMMINGS, AMY, YCC enrollee, Bonners Ferry RD
DALY, MICHAEL, temp prom, civ eng tech, Feman RD
DICKERSON, DAVID, YCC enrollee, Bonners Ferry RD
FOSTER, DEBORAH, clk typ, prom, acct tech, Avery RD
GIRARD, PATRICIA, SCSEP, Feman RD
HAMILTON, MARY ANN, promotion, frstry tech, Sandpoint RD
HENDERSON NORTON, DEBORAH, cash award, Bonners Ferry RD
HURST, TAMRA, YCC enrollee, Bonners Ferry RD
KOLLMAYER, JANE, cash award, Wallace RD
KRAMER, KYLIE, YCC enrollee, Bonners Ferry RD
MAKINSON, DWIGHT, promotion, land surveyor, SO
MATTHEWS, JOHN, reassign, interdiscipln plan, SO
MEAD, WILLIAM, resignation, SCSEP, Feman RD
NEILL, AMBER, exc appt, stu trainee frstry, Bonners Ferry RD
NELSON, GWEN, YCC enrollee, Feman RD
SCHAUER, WILLIAM, promotion, worker trainee frstry aid, Wallace RD
OSWALD, WILLIAM, YCC enrollee, Feman RD
REHNBERG, ROBERT, reassign, frstr tech, Feman RD
RUSSELL, SALLY, conv to career cond appt, frstr tech, Feman RD
SCOTT, LISA, promotion, geologist, SO
SIMONS, RUSSELL, SCSEP, resignation, Avery RD
SOMMERS, CLIFF, reassign, frstr tech, Feman RD
VORE, MARY LYNN, reassign, purch agnt, Sandpoint RD
WILSON, SHANE, YCC enrollee, Feman RD

KOOTENAI NATIONAL FOREST

BOJONELL, HILAIRE, appt, stu trainee (hydrol), SO, RFS
BRUNDIN, LEE, bio tech, promotion, wldlf biol, Libby RD
BURKE, JAY, frstry tech, R6, Colville NF, reassign, Rexford RD
CARDWELL, KEVIN, frstry tech, Libby RD, promotion
CHURCH, JOHN, frstry tech, Three Rivers RD, promotion
DRURY, BEVERLY, info receipt, Rexford RD, promotion
FARMER, KENNETH, frstry tech, Fisher River RD, promotion
GAUGER, DELLORA, pub Inf tech, Fortine RD, prom pub info asst
HACKE, MARGARET, rity specst, SO, LMRC, promotion

HARTMAN, SUSAN, appt, stu trainee (frstry), Fortine RD
HILL, KATRINA, res clk, Fortine RD, promotion
HOLSTEIN, COLLIN, frstry tech, NezPerce NF, reassign, R/F
KAISER, PAUL, frstr, R5, Plumas NF, promotion, svpr frstr, SO, LMRC
KONZEN, CAMI, stu trainee (pers), SO, AS, conv to cc appt, pers mgmt specst
LACKLEN, BOBBIE, geol, NezPerce NF, reassign, Libby RD
LAMPTON, LARRY, CET, East Zone, temp promotion, CET, West Zone
OLSEN, DEBORAH, appt, civ eng, West Zone
PEMENT, DEBBIE, pers clk, SO, AS, promotion, pers asst, R2, White River NF
PENDERGRASS, MIKE, stu trainee (comm), SO, AS, conv to cc appt, telecom specst
POMEROY, BILL, wldlf biol, Three River RD, reassign, Deerlodge NF
REID, CONNIE, stu trainee (arch), SO, LMRC, conv to cc appt, archeolgst
SAUSER, JAMES, frstr, R6, Winema NF, promotion, SO, LMRC
SESTRICH, JOLENE, appt, stu trainee (CE), West Zone
SLAVEN, SHAUNA, frstry tech, Three Rivers RD, promotion
THOMPSON, JEANNE, purch agent, CSSC, promotion, SO, AS
WARNER, MARCELLA, appt, stu trainee (frstry), Fortine RD
WEGNER, MARTI, civ eng, East Zone, temp promo, West Zone
WOODY, GEORGIA, frstry tech, Three Rivers RD, promotion, svpr frstry tech

NEZ PERCE NATIONAL FOREST

ABUSAIDI, ALI, archeologist, SO, reassign, Malheur NF
ARNZEN, JILL, law enf asst, SO, promotion
ARTLEY, RICHARD, frstr, SO, spec act award
BABLER, BARBARA, finance clk, Red River RD, promotion
BLEVINS, SALLY, frstr tech, Red River RD, promotion
BORNINGER, RANDOLPH, frstr tech, Moose Creek RD, reassign, IPNF
BUCK, BARBARA, frstr adm, Clearwater RD, promotion
CLARK, DAVID, frstr tech, Clearwater RD, promotion and spec act award
COBURN, KAREN, adm off, Elk City RD, promotion
COURTNEY, ROBERT, automotive wrkr, SO, VRA appt
DOWELL, DEBI, frstr tech, Moose Creek RD, career cond appt
ELLIOTT, CYNTHIA, frstr tech, SO, promotion
ELLIOTT, KEVIN, oper res anal, SO, spec act award
HAYDEN, LINDA, geol, Salmon River RD, reassign, Siskiyou NF
KENNY, MARGARET, hydrol, SO, conv to career cond appt, promotion
LOOMIS, GARY, frstr tech, Red River RD, promotion
MABBOTT, CHARLES, frstr tech, Red River RD, reassign, Challis NF
MCGEE, MICHAEL, svpr frstr, Salmon River RD, promotion
MERESZCZAK, IHOR, svpry rge conserv, SO, promotion
MOORE, MARY, civ eng tech, SO, promotion
OGDEN, DEE, frstr, Elk City RD, promotion
PARADISO, JAMES, frstr, Clearwater RD, spec act award
PHILLIPS, GERHARDT, frstr tech, Salmon River RD, promotion
RUSHO, NANCY, geol, SO, promotion
SCHOO, JANICE, adm offcr, Clearwater RD, promotion
STOCKWELL, JEFFEREY, frstr, Elk City RD, promotion, Kaibab NF
TOMLINSON, CHARLES, svpr frstr, Clearwater RD, spec act award
WINKLER, BECKY, comp prog anal, Clearwater RD, promotion

In Memoriam...

George H. Tuxbury, former employee with the Forest Service as a architectural technician died Saturday, Aug. 3 at his home in Missoula. He retired in 1984 after also having served as a Civil Conservation Corps worker in 1938.

Donald F. Williams, retired silviculturist at the Regional Office died July 7 at his home in Miami. He started his career at a CCC camp in Minnesota and later took positions at the Colville, Clearwater and Kootenai National Forests. Williams retired from the RO in 1972.

Roger D. Henderson, tree planter for the Forest Service, died July 12 from injuries incurred in an auto accident near Newport, ID. He was 21 years of age.

George W. Bradley, former Idaho Panhandle National Forests employee, died August 7 in Coeur d'Alene. He was 75 years old.

Kids Get Hooked On Fishing

by Patty Johnson, Cartographic Technician

Kids from all over the Kootenai National Forest enjoyed casting for prize-winning fish recently. Always popular with children in the spring, Fun Fishing Day was held this year at Triangle Pond. Sponsored by the Cabinet Ranger District, the hosts from Three Rivers, Rexford and Fortine Districts assisted young fishermen at Crystal Lake. With Libby and Canoe Gulch personnel organizing the event, over two hundred kids from pre-school to teens participated in the various Fishing Days events.

Water safety and fishing regulations were discussed before the fishing officially began. Demonstrations on identifying fish species, catch and release fishing, fishing manners and other topics important to beginning sportsmen were also presented at



Wildlife Biologist, Francisco Sanchez checks fish at the fishing derby at Kilbrennan Lake.

the different locations.

Prizes were awarded in several categories at each event, of which included contests for casting and catching the heaviest, biggest, smallest, and longest fish. In addition, prizes were also awarded for the total weight of fish caught, and the best poster and essays.

Lunch was provided by individuals from the area and prizes were donated by local merchants. The event was also sponsored by national organizations such as Zebco, Plano, Field & Stream

, South Bend and the American Tackle Manufacturers Association. In addition to these groups, many clubs and individuals also donated their time in order to make Fun Fishing Days a great success.

The Northern Region News

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